

# MICHIGAN LEGWORK

DEPARTMENT OF LABOR & ECONOMIC GROWTH

NOVEMBER 2007

## Two MCB Staff Honored for Service to People with Disabilities

**TWO STAFF MEMBERS OF THE** Michigan Commission for the Blind (MCB) received awards at the 2007 Michigan Rehabilitation Conference in Grand Rapids on October 25. MCB Director Patrick Cannon and MCB Rehabilitation Counselor Michelle Visscher were honored in two separate ceremonies.

Patrick Cannon received a Michigan Rehabilitation Conference Excellence Award, presented by the Michigan Rehabilitation Association and the Michigan Association of Rehabilitation Organizations (MARO). He is being honored for his many years of service on behalf of people with disabilities, including his service as director of MCB since 1997, bringing a new level of collaboration to the agency through the agency's VISION 2020 initiative; director of the Michigan Commission on Disability Concerns for 10 years, where he was instrumental in gaining passage of the 1990 amendments to the Michigan Handicappers' Civil Rights Act and advocating for enactment of the Americans with Disabilities Act; State ADA Coordinator and Disability Policy Advisor to Governor Jennifer M. Granholm; a member and chair of the U.S. Access Board, appointed by President Bill Clinton, working on issues of architectural and transportation access; and for being a role model for individuals who are blind and possess other disabilities, and being a tireless advocate for full inclusion and full citizenship for individuals with disabilities.

Cannon said, "It is a particular honor to be recognized by my colleagues in the disability and rehab community. I find immense satisfaction in effectively serving our customers and helping them to achieve independence and employment. This is meaningful and satisfying work, particularly so due to the outstanding MCB staff."

Michelle Visscher, a rehabilitation counselor at the commission's Grand Rapids office, received the 2007 Michigan Rehabilitation Counseling Association (MRCA) Job Placement Division (JPD) Placement Specialist of the Year Award at the MRC/JPD luncheon on October 25 at DeVos Place. This award is presented annually to the person who excels in assisting persons with disabilities in obtaining employment, staying employed, and advancing in their employment. Michelle Visscher has excelled in all of these in her work with MCB, serving people who are blind and visually impaired in Kent and Muskegon counties.



Patrick Cannon



Michelle Visscher

Visscher said, "It's wonderful to be recognized by my supervisor, colleagues, clients, and vendors that I work with every day. This work is a team effort, so I share this honor with everyone at the Michigan Commission for the Blind."

DLEG Director Keith Cooley said he's pleased that two such deserving employees have been recognized.

"Pat and Michelle are shining examples of the many talented and hardworking employees we have at DLEG," Director Cooley said. "They have demonstrated so much passion and dedication in their work and the customers they serve. I consider it an honor and a privilege to work with these outstanding individuals."

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## PLEASE NOTE:

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# Give Yourself the Gift of Balance this Holiday Season

The holiday meal has been served, and outside the snow is flying, bells are jingling, and the shoppers are scurrying. The spirit of the holiday season is upon us, and that means time away from your workstation, celebrating the season in your own special way. All of us in the Executive Office want to wish all of you, and your families, happy and prosperous holidays and all best wishes for the upcoming year.

Too often, however, the time away from work consists of **either** complete down time, **or** high tension caused by overscheduling, overspending, or overbearing family members. But time off should also be spent rejuvenating and reinvigorating your heart and mind, going to places you haven't been for a while, even if you don't leave home. To be the best you can be, you have to regrow those parts of you that have been dulled by the repetition and redundancy of the daily work schedule.

This year, allow me to make a suggestion. It involves a concept called "Sharpening the Saw," developed by Stephen Covey from his book, "The 7 Habits of Highly Effective People." Covey describes a woodcutter whose saw has grown dull from overuse. Occasionally, the saw needs to be pulled from productive use and sharpened in order to remain useful and efficient.

Sharpening your saw is not quite the same as taking a break. I'm not suggesting that motionless repose in front of the television is a bad thing, but I am talking about the idea of finding pleasurable, interesting distractions that renew your energy and increase your motivation. Do things that make your heart soar.

Examples of sharpening activities could include yoga, reading, hiking, or meeting an old friend for coffee. It means taking your mind and your spirit to a different place, somewhere away from the tedium of everyday to a place all your own, where you can be you. Taking that mental journey during lazy or trying times can make a big difference in your outlook and your productivity.

And I especially want to speak to you workaholics in DLEG. You know who you are! The ability to focus so intently on your job comes at a price, because it often means not enough time is left over for family, hobbies, and relaxation. This won't work forever. Even you must sharpen your saw occasionally to keep the edge you need to serve the people of Michigan.

Being a team player means being the best you can be every day, and that means taking care of yourself at home, at work, and at play. Balancing all of your various priorities is crucial to overall mental, physical, spiritual, and emotional health. And in the end, you will be a better team member and perform more efficiently at your job. (For more thoughts on achieving balance, turn to page 25.)

So, my charge to each of you in DLEG is to enjoy the season, relax, recharge, rejuvenate, reinvigorate, reestablish, reinvent, rehash and find at least one new thing to fall in love with. When you return, return with the sparkle in your eye. This team is counting on you, and we need you at your best. And so do you.

Sincerely,

Keith W. Cooley

Director, Department of Labor & Economic Growth

Director Cooley stands with Dianne Duthie, DLEG's Director of Adult Education, at the Michigan Association of Adult and Continuing Education annual conference. At the conference, Dianne was presented with the organization's Lifetime Achievement Award. Director Cooley holds a plaque of appreciation he received for serving as the conference's keynote speaker.



# Granholt Signs Laws Expanding Rights of Deaf & Hard of Hearing

## Qualified Interpreters Now Required in All Circumstances Specified by Americans with Disabilities Act

In a ceremonial signing on October 25, Governor Jennifer M. Granholt reinforced the importance of legislation that requires the use of qualified sign language interpreters who possess state or national certification in all accommodations required under the Americans with Disabilities Act of 1990 (ADA), making the scope of Michigan's law comparable to the federal law. Approximately 1.4 million Michigan citizens are deaf or hard of hearing.

"We're ending the confusion, frustration, and errors that are so often experienced by the deaf and hard of hearing in important life situations due to misinterpreted information," said Granholt. "Equal access to accurate communication is a basic civil right of us all."

Under Public Act 23 (Senate Bill 25) and Public Act 24 (House Bill 4208) employers, state and local governments, and businesses providing a variety of services to the public are now obligated to provide for effective communication. Such entities include public and private schools and colleges; doctors' offices, hospitals and pharmacies; banks, hotels, restaurants and theatres. Reasonable notice is required if a qualified interpreter is needed.

PAs 23 and 24 amend the Deaf Persons' Interpreters Act (PA 204 of 1982) which limited the application of interpreter standards to court and administrative hearings. PA 23 now defines a "qualified" interpreter as a person who is certified through the National Registry of Interpreters for the Deaf or by the Division of Deaf and Hard of Hearing (DODHH) in the Department of Labor & Economic Growth (DLEG).

"I'm pleased to sign legislation that sets universal standards of excellence for qualified interpreters and protects our citizens from unqualified practitioners," Granholt said.

If an entity willfully fails to provide an interpreter when one is required or an unqualified interpreter is provided, the business or entity may be subject to a civil fine. Individuals who misrepresent themselves as qualified interpreters would be guilty of a misdemeanor and punishable by imprisonment and/or a fine. Individuals who violate the law are subject to rejection of their application for certification, or revocation, suspension, or limitation of certification.

PA 24 grants rulemaking authority to the DODHH, including establishing rules on minimum credential requirements and levels, minimum standards of practice, and continuing education. Rules must be coordinated with the Michigan Department of Edu-

cation and the Michigan Administrative Rules for Special Education for the purpose of increasing interpreter qualifications, improving educational services to deaf and hard of hearing students, increasing the supply of qualified interpreters by promoting interpreting as a profession, and increasing the number of training programs.

With this legislation, Michigan becomes one of only a few states to recognize the interpreting field for the skills and credentials it requires and make qualified interpreters mandatory in a broader range of situations.

"This brings significant job growth opportunities to the state," said Keith W. Cooley, director of DLEG. "We're already in short supply of qualified interpreters and the demand for services is growing."

Currently there are approximately 500 state or nationally certified interpreters in Michigan; approximately 30 percent may not be certified at all.

The signing was witnessed by representatives of the governor-appointed Division on Deaf and Hard of Hearing Advisory Council, DODHH staff, the Michigan School for the Deaf (MSD), MSD staff and students, the Michigan Deaf Association, the Michigan Registry of Interpreters for the Deaf, the Self Help for Independency in Michigan Equalizing the DeafBlind, and Michigan Coalition for the Deaf and Hard of Hearing, among others.

Senate Bill 25 and identical bill, House Bill 4208 were sponsored by Senator John Gleason (District 27, Genesee County) and Representative Dudley Spade (District 57, Lenawee County) respectively. Legislation went into effect June 28, 2007.



Front: Governor Jennifer M. Granholt. From left to right: Kathy McGeathy, Janet Jurus, Tim Johnston, Twyla Niedfeldt, Leon Eiermann, Senator John Gleason, George Griffiths, Dragon Jacksic, Chris Hunter, Duncan Wyeth, Helen Boucher, Diana McKittrick, Representative Dudley Spade, Joy Thomassen, Jill Gaus, Mike Clement, Doug Spade



In this issue of LEGwork we are introducing a new feature, the Employee Spotlight. Each month we'll present a randomly selected DLEG employee who will share a little bit of trivia about him or herself. Our first participant is Lisa Gould from the Wage & Hour Division, Livonia office.



## DLEG Employee SPOTLIGHT



Lisa Gould and her daughter, Bianca

**Q) What is your current position, and how long have you been with the department?**

**A)** Regulation Agent 11 (Investigator) in the Wage & Hour Division, Livonia office ...three years this past August.

**Q) What do you enjoy most about your job?**

**A)** The variety of cases... I love the fact that no two cases are the same. There is always a new mystery to solve!

**Q) What other jobs have you had before joining DLEG?**

**A)** Previously I worked with SBC (Now AT&T). I worked in the White Pages and in the Collection Department.

**Q) Tell us about your family (children, spouse or significant other).**

**A)** I am a single mom. I have one beautiful daughter, Bianca, who's nine years old.

**Q) Any pets?**

**A)** A hamster, Cinnamon ... who has recently learned how to let herself out of her cage!

**Q) What are your hobbies/outside interests?**

**A)** Shopping!, traveling, reading, watching scary movies (then sleeping with the lights on).

**Q) What was the last book you read?**

**A)** "Jane Eyre" by Charlotte Brontë.

**Q) Do you have a favorite movie? How about a favorite TV show?**

**A)** "Cars" (Disney movie)... "Sanford & Son" (TV show).

**Q) If you could invite any three people, dead or alive, to dinner, who would you invite?**

**A)** Jesus, my grandmother Gladys (deceased) and my grandmother, Claudia (deceased).

**Q) Is there one thing you'd like to share about yourself that your co-workers might be surprised to learn about you?**

**A)** I like to do cartwheels in the backyard with my daughter!

### PLEASE NOTE:

If you are interested in being a featured employee in a future issue of LEGwork, or would like to suggest a co-worker, please send an email to [fagank@michigan.gov](mailto:fagank@michigan.gov)

# Michigan Rehabilitation Services Mid-Michigan District Co-Sponsors Job Fair

By Patty Miller-Kramer

Michigan Rehabilitation Services (MRS) Mid-Michigan District office co-sponsored the Saginaw Job Fair at the Dow Event Center in downtown Saginaw on September 26. This was a new location for the third annual job fair, which was free to all job seekers. "The afternoon began with a lobby full of eager participants drawing more than 2,000 job seekers; 40 percent more than expected," said Jim Garrison, MRS business services representative and Saginaw Job Fair coordinator.

There were 74 employers participating including: Dow Chemical, Duro-Last Roofing, FedEx, Citizens Bank, Consumers Energy, Meijer, Inc., from Bay City and Saginaw, Covenant HealthCare, UPS, JE Johnson, and Saginaw Control and Engineering. Many other service and training providers also participated.

"The event offered applicants the opportunity to meet face-to-face with HR representatives from a wide variety of employers. Garrison said, "overall, employer feedback was very positive."

Representatives from the VA Medical Center, the Post Traumatic Stress Center, the American Legion, Veterans of Foreign Wars and various military branches were included in the Veterans Corner.

Also featured at the job fair was the Michigan Community Blood Center (MCBC). The MCBC registered 30 people and collected 18 pints of blood; eight from first time donors. "We extend our thanks to everyone who participated. Together, their active concern has made a lifesaving difference... I look forward to working with the Saginaw Job Fair in the future," stated Arlene LaTarte, MCBC Recruitment.

The job fair was co-sponsored by the Department of Labor & Economic Growth, Saginaw-Midland-Bay Michigan Works!, MRS, DLEG's Bureau of Workforce Programs, and the American Legion.



Jim Garrison—MRS Business Services Representative and Saginaw Job Fair Coordinator; Janet Howard—DLEG Bureau of Workforce Programs Acting Director



Mid-Michigan Job Fair Team

# Professional News

## Michigan Works! Appoints Board of Directors Chair

Michigan Works! Association (MWA) has announced the recent appointment of Bill Stanek to chairperson of the Michigan Works! Association Board of Directors. Stanek replaces J. Michael Zelle, who stepped down from the post in early October.

"We are delighted that Bill Stanek has accepted this position," said Luann Dunsford, chief executive officer of MWA. "Bill has vast experience as one of our long-term board members and I look forward to his continued leadership."

As a private sector representative, Stanek has been a member of the West Central Michigan Works! Workforce Development Board and its predecessors for the last 22 years. He is also the president of Kitson Manufacturing, a metal fabrication company in Morley, and owner of Living Water, a Christian bookstore in Big Rapids.

Stanek has served as a member on the Building Trades Advisory Committee for the Local Intermediate School District for several years and is active with the Big Rapids Downtown Business Association, including serving as president for two years.

Michigan Works! Association is recognized nationally as the largest and most progressive workforce development association in the country. The Association's members are the Workforce Development Boards, Local Elected Officials, and Michigan Works! Agency Directors from all of Michigan's 25 workforce areas.

MWA was established in 1987 to foster high-quality employment and training programs serving employers and workers by providing support activities and a forum for information exchange for Michigan's workforce development system. For more information, visit <http://www.michiganworks.org> or call 517-371-1100.



Bill Stanek, newly appointed chairperson of the Michigan Works! Association board of directors.



Yvette Leonard

## Yvette Leonard Named to Human Rights Board

Yvette Leonard, Personnel Services Manager, Human Resources-Detroit office, has been elected to the board of the National Association of Human Resources Workers (NAHRW). The appointment is for a three-year term. Yvette has served in various positions with the Michigan board and previously served on the national board as chair of the membership committee.

NAHRW is an organization of individuals committed to providing education, training, research, networking, and professional development to its members in order to enable them to foster equality within a diverse society.

In offering the board position to Yvette, NAHRW President Willie Ratchford said, "Your election to the board is an indication that your peers from across the country have confidence in your abilities to be a leader in this national organization ... the State of Michigan must be really proud to have such a dedicated and committed human rights professional as yourself as an employee."

In July, Yvette was also appointed to the board for the Michigan Chapter of the International Public Management Association for Human Resources.

## Changing of the Guard at OFIS

Newly appointed Acting Commissioner of the Office of Financial and Insurance Services (OFIS) Ken Ross presents Commissioner Linda Watters with a certificate of appreciation for her service to the agency. Commissioner Watters' last day with OFIS was October 31; she is joining the financial risk management group of KPMG LLP in Chicago.





# Professional News

## 2007 'Russ Jones Award—One Person Making a Difference'

By Teri McNea, Bureau of Workforce Programs

Every year the Field Services Division, Bureau of Workforce Programs (BWP) sends out a Call for Nominations for the Russ Jones Award — One Person Making A Difference. The nominations go through a judging process, a winner is chosen, and the award is presented at the annual BWP meeting. Several nominations were sent in this year, and a winner has been selected.

The winner of the Bureau of Workforce Programs 2007 'Russ Jones Award' is **Gary Perkins**, Employment Service Interviewer, FSD Veterans Services Section, BWP, Traverse City field office.

Gary was nominated by Yves Hamel, Manager, Veterans Services Section. In the nomination, Yves wrote: *"Genuinely makes a difference in the lives of others. He takes the time to listen and understand the needs of people that he encounters, sincerely desiring each and every one of them to succeed."*

*"His dedication in providing services to our Michigan veterans is evident, producing positive results. He is a proven team player, who is always sharing ideas, and never asks for recognition."*

*"He demonstrates initiative and goes the extra mile, not only in his daily duties, but also in his additional assignments, such as one of the trainers within the BWP Transitional Assistance Program (also known as TAP) that focuses on educating recently separated veterans as they transition from active military duty back to civilian life in Michigan, on the programs and resources available to them."*

*"He has a compassionate heart for those in need, and works diligently to ensure that whatever can be done, will be done."*

*"He is enthusiastic and looks for the positive in all situations, believing in the impossible and consistently challenging himself to come up with creative ways to overcome obstacles."*

The Russ Jones Award was established in March 2005, in remembrance of Russell A. Jones, a former veteran services manager in (what is now

known as) the Field Services Division. The Russ Jones award was created as an internal award to recognize one staff person each year, within the division, that truly makes a difference in the lives of those they touch.

The criteria for the award were based on exemplified qualities that were demonstrated by Russ Jones throughout his life and career, qualities that the recipient of this year's award possesses. These criteria are:

### Criteria:

- ❖ Making a difference in the lives of others,
- ❖ Being dedicated to the job at hand, seeking no recognition,
- ❖ Demonstrating loyalty to those served, including colleagues and co-workers,
- ❖ Being an effective communicator,
- ❖ Exhibiting a zest for life.

This year, due to the Executive Directives that were issued restricting budgetary expenditures, the BWP was unable to initiate the purchase for the official Russ Jones Award or present it at a bureau-wide meeting.

So we got creative! An opportunity presented itself when all of the BWP management was scheduled for a bureau meeting in Lansing on October 30. Gary was invited to attend as a speaker on veterans issues. As a complete surprise to Gary, the award was announced and a "Certificate of Recognition" was presented acknowledging him as the recipient of the 2007 Russ Jones Award. BWP Interim Director Janet Howard and DLEG Deputy Director Andy Levin presented the award. It is our intent to present Gary with the official award in the very near future.

Congratulations, Gary, on winning this prestigious award!



Gary D. Perkins, Veterans Employment Representative, Traverse City (center), stands with Janet Howard, Interim Director, Bureau of Workforce Programs and Andy Levin, DLEG Deputy Director.

# Professional News

## Karen Blank Earns Teamwork Award

**By Nancy Ingram, Area 89 Field Audit Supervisor**

By popular vote of her co-workers at the Unemployment Insurance Agency (UIA), Karen Blank received the Area 89 Teamwork Award for 2007.

A field auditor, Karen earned the award based on her presentation at a recent area staff meeting. Her presentation focused on SUTA Dumping and the SUTA Referral Form.

Staff rated each person's presentation based on how it kept the listener's interest, the focus

of key points and the impact on staff understanding of UIA policies and procedures. Other unique presentations were made by Bryan Groenevelt, who gave his presentation about field audit procedures in the form of a radio talk show, and Joan DesRochers, who developed a crossword puzzle on auditing.

The Teamwork Award is given to the individual who makes the most significant contribution toward enhancing the knowledge and skills of co-workers.



Karen Blank

## LES Participates in Empowerment Summit

Labor Exchange Services (LES) staff recently participated in the 2007 Empowerment Summit at the Charles H. Wright Museum of African American History in Detroit.

The Empowerment Summit 2007, "Helping Ex-Offenders Become Empowered Citizens," was geared towards ex-offenders and advocates. The event was sponsored by the Detroit Workforce Development Department Corrections to Work Taskforce, Wayne County Community College District and DLEG.

LES, representing DLEG, had a display booth promoting the Michigan Jobs & Career Portal and the Michigan Talent Bank. LES staff, including Employment Central, also assisted attendees in the museum's computer lab with accessing the Michigan Talent Bank.

Approximately 1,100 people attended the event which included a keynote speech by State Representative Bert Johnson (D-Detroit), as well as workshops including money management and investing, panel discussions, and community resources.



Left to right: Labor Exchange Services Director Ardis Cazeno; LES Analysts Michael Nimmons, Shelly Schooler, and Felicia Quinn; and Charles H. Wright Museum of African American History Facility Coordinator Darren Matthews.

## Detroit RICC Team Observes Breast Cancer Awareness Month

October was Breast Cancer Awareness Month and Team Q-45 at the Unemployment Insurance Agency's Detroit Remote Initial Claims Center wanted to show its support for one of its own — Danette Shepherd, who is a breast cancer survivor. Team members commemorated the month by hosting a luncheon and by sporting pink breast cancer T-shirts at work on October 5.

Some members from the neighboring Team Ferrari also participated in the event, lending their support to initiatives to beat breast cancer. Research on the disease is imperative to the lives of women and men alike, and the members of Q-45 realize that anyone can be afflicted by this disease.

"We thought this was the perfect opportunity to pay homage to Danette, who's a breast cancer survivor, and we hope that all of the teams in all of the RICCs will take part in supporting breast cancer initiatives because breast cancer is a disease that can affect anyone," says team member Debra Walton. "I am proud of what we did here."



Team Q-45 members marked Breast Cancer Awareness Month by wearing pink T-shirts to work on October 5. Decked out in their pink shirts are: (front row, l-r) Bronwyn Burton, Danette Shepherd, Mary Davis; (middle row): Terrie Craighead-Henderson, Debra Walton, Yvonne Carter, Chelsea Gill, Michelle Neal; (back row) Doris Ward, Tiheshia Durant, Sheila Robinson, Melanie Harrison-Holman. Carter and Ward are members of Team Ferrari but joined with their colleagues on Team Q-45 in observing the month.



# MCTI Cabinetmaking/Millwork Program Wins Woodworking Machinery Industry Association Educator of the Year Award

By Patty Miller-Kramer

Richard Hannigan, WMIA board member and Holzher U.S. Inc. vice president/sales, announced the Michigan Career & Technical Institute as recipient of the 2007 Educator of the Year Award. This award, given by the Woodworking Machinery Industry Association (WMIA), honors and acknowledges the efforts of the education community and provides recognition for institutions that have made significant strides in training students in modern woodworking principles utilizing high-technology machinery and software.

At the awards presentation Hannigan said, "WMIA has strongly believed in the importance and value of educational institutions for providing information and training as a window to career opportunities in the woodworking industry. In an era when young people often are seeking challenging careers which utilize and incorporate modern technology, the woodworking industry is often challenged by a perception of a low-skill, short-term career path."

He noted that, "This MCTI department has been putting a steady influx of competent technicians into the workforce for more than 63 years." He added that job placement services are available to all students for life and that the department maintains an extensive database of wood-related companies located throughout the upper Midwest. The program had 100 percent placement

in 2005, all within the industry, and placement is consistently above 90 percent, with an average of 20 graduates a year going to woodworking companies.

MCTI Director, Dennis Hart said "The MCTI Cabinetmaking program has provided valuable training to students and consistently placed them into good, long-term jobs."

Jim Wellever, director of MCTI's Cabinetmaking/Millwork Training Department, accepted the award at the ceremony held in South Carolina on October 23, 2007.

MCTI's program was previously nominated in 2004. WMIA recognized the West Ottawa High School's innovative and comprehensive woodworking curriculum as 2006 Educator of the Year Award winner. Other past winners include: Architectural Woodwork Institute (AWI) of Reston, VA, Georgia Tech College of Architecture of Atlanta, GA, Pittsburg State University's Woodworking Technology Department of Pittsburg, Kansas and Kent Career & Technical Center of Grand Rapids, Michigan.



Jim Wellever, MCTI Cabinetmaking Instructor Receives WMIA Educator of the Year award from Richard Hannigan, WMIA Board Member.

## DLEG Deputy Director Andy Levin Visits MCTI

By Patty Miller-Kramer

October 23, 2007 was an exciting day for students in the Retail Marketing training department at the Michigan Career and Technical Institute (MCTI). DLEG Deputy Director Andy Levin stopped by the student run retail store, the Eagle Shack, to purchase a T-shirt.

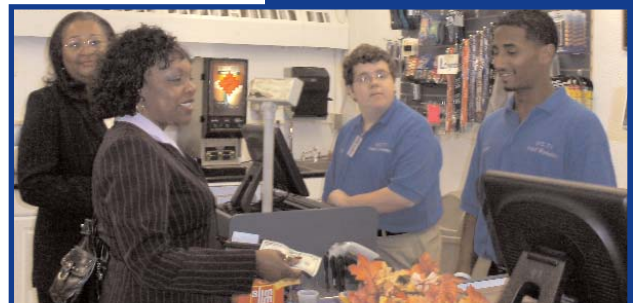
Levin said the store "had a friendly atmosphere and the students were very helpful. I am sure the other students appreciate having the Eagle Shack on campus."

This was Deputy Director Levin's first visit to MCTI. Joining him was Marcia Black-Watson, Senior Executive Assistant Director and Jaye Shamsiddeen, Michigan Rehabilitation Services (MRS) Director.

The group met with the MCTI Management team in the morning and Levin commented that we had to "focus on how to grow and protect the great things we do here." They then had lunch in the Culinary Arts training program's Pine Cove Restaurant. Most of the afternoon was spent touring the school's 12 trade training areas.



DLEG Deputy Director Andy Levin in the Eagle Shack with students Tim Lewis and Carl Green.



Jaye Shamsiddeen, MRS Director and Marcia Black-Watson, DLEG Senior Executive Assistant Director also made purchases from the Eagle Shack.

# MCTI Culinary Arts Training Program Very Involved with Community Events

By Patty Miller-Kramer



Allen Heap presents the Ensaladadilla course at the Seven Courses of Gold event.

The Michigan Career & Technical Institute's (MCTI) Culinary Arts training program supported the Kalamazoo Chapter of the March of Dimes with the Signature Chef's Auction at the Radisson Plaza in Kalamazoo on Wednesday, October 24, 2007. MCTI students participating were Wendy Duncan and Allen Heap.

The Signature Chefs Auction has been an integral part of the Kalamazoo social scene for 14 years. The event pays tribute to the culinary diversity of the area. Sam-

plings from the eclectic talents of Kalamazoo chefs, along with fine wines were presented during the fundraising silent auction.

MCTI students had to plan what food would be served, how and what equipment was needed, and how it would be presented for 200–300 portions. They served Tortilla bites, Zamorano cheese and Spanish olives. Students were able to participate representing the American Culinary Federation (ACF), as MCTI has ACF Secondary Certification, and instructors Carol Anderson and Jane Norton are members. "It provided a great opportunity for students to work alongside local chefs so they see their work ethic," said Norton.

Founded in 1938, the mission of the March of Dimes is to improve the health of babies by preventing birth defects, premature birth and infant mortality. This year's event raised the most money ever — \$60,000.

MCTI instructors and students also participated in the American Culinary Federation of Kalamazoo/Battle Creek's 11th Seven Courses of Gold Fundraiser for Culinary Scholarships, on Sunday, November 4, 2007. This year's theme was Spanish Tapas. Instructors Norton and Anderson worked with students Wendy Duncan and Allen Heap to serve the Ensaladilla course. It consisted of oranges and red onion with Cumin, olives, and Zamorana cheese wedge.

MCTI Director Dennis Hart has attended this event several times and says "it was a fun, enjoyable evening. I was able to sample cuisine that I would not normally have the opportunity to try." Instructor Norton added, "We have had students get jobs after working with the chefs at the Seven Courses fundraiser."

The American Culinary Federation, founded in 1929, is a not-for-profit professional organization dedicated to promoting the culinary profession and assisting the advancement of its members through education. The Kalamazoo/Battle Creek chapter was formed in 1995.



MCTI Instructors Jane Norton, Carol Anderson, and students Wendy Duncan and Allen Heap at the Signature Chef's Auction October 24th.



# Emergency Contact Contest Winners Recognized

The Emergency Contact Contest was a huge success. The Office of Human Resources sponsored the contest, which encouraged DLEG employees to update their emergency contact information in HRMN by the deadline of September 7, 2007. The winning bureaus were treated to a Meet and Greet with Director Cooley and presented with their certificates.

Staff members from MES Board of Review, Land Bank Fast Track Authority, Bureau of Career Education, and the Michigan Commission for the Blind pose with the certificates presented to them by Director Cooley.

The contest winners were:

**First Place Awardees** – Attained 100% completion by 9/7/07 – first to notify OHR  
Level 1 Small 50-99 staff  
Career Education

**Level II Small less than 50 staff**  
Office of Media Technology

**Runners Up** – Attained 100% completion by 9/7/07  
Land Bank Fast Track Authority  
MES Board of Review

**Honorable Mention** – at least 90% completion  
Commercial Services  
Michigan Commission for the Blind  
Finance and Administrative Services  
Financial and Insurance Services  
Fire Services  
Internal Audit  
Labor Market Information and Strategic Initiatives  
MIOSHA/BSR



Staff members from MES Board of Review, Land Bank Fast Track Authority, Bureau of Career Education, and Commission for the Blind pose with the certificates presented to them by Director Cooley.

## OFIS Hits the Small Screen to Talk About Investment Fraud



Office of Financial and Insurance Services (OFIS) Securities Examination Manager Chad Hartwick (left) gets miked up at a recent taping for the Foxworth Report. Chad appeared on the show, a Detroit-based monthly television program focusing on urban issues, to discuss investment fraud issues, especially as they affect seniors. Also appearing on the show was Anita Salustro (center), AARP Michigan Associate State Director. Host Ed Foxworth is pictured at the far right.



# TRICK OR TREAT!

## DLEG Employees Showed Their Creativity and Spirit this Halloween



About 10 fun loving employees in the Ottawa Building entered this year's Halloween costume contest, judged by Lori Donlan (acting director, Media and Public Relations), Marty Gibbs (assistant deputy director) and Al Pohl (director, Finance and Administrative Services).

Congratulations to the three winners, pictured at

left, who received a cash prize in addition to being recognized for creative costumes (from left to right): Liza Leal, OFIS Insurance Licensing; Dennis Dawas, OFIS Supervisory Affairs and Insurance Monitoring; and Karla Cotton, OFIS Communications Center.

Here are some of the other ghouls, goblins, action heroes, etc. who participated. All costume wearers were entitled to a free salad luncheon and trick or treating through the office halls. All other employees had to get their Halloween candy the old fashioned way (stealing it out of their kids' bags).



# [More] TRICK OR TREAT!

DLEG Employees Showed Their Creativity  
and Spirit this Halloween



In the Victor Building, the Office of Adult Education took a coordinated approach to their costumes. The theme this year was “eyeballs.”



Vicky Potter and Marylou Olivarez-Mason



The Liquor Control Commission staff celebrated Halloween with costumes and a spooky lunch: (l. to r.) Charmaine Collings, Pam Hamilton, Liliana Paceagiu, Susan Broughton, Claudia Mueller, Connie Bozsik, Lindsey Gruesbeck, and Misti Sanders. The two in front are Erin Johnson as the devil and Rex Metts as a black-eyed P!



# It was a scary day at UIA —Halloween 2007

Halloween 2007 was celebrated throughout the Unemployment Insurance Agency (UIA) with plenty of treats.

At the Saginaw RICC, the day was observed with a combination of happiness and sadness. Happy costumed nuns, hippies, hunters and jesters roamed the halls enjoying the day, but there was a bit of sadness, too. Halloween was the last day on the job for manager Irene Smith and UIE Linda Tarrant as both entered retirement.



Sharetha Smith put on her medical scrubs in case anyone at the Saginaw RICC got sick from eating too many Halloween treats.



Opting for funny headgear on Halloween are the Saginaw RICC's (l-r): Daniel McClain, Suzie Horenziak-Richens and Diane Boroughf.



Costumes were the order of the day at the Saginaw RICC and wearing their Halloween best are (l-r): Diane Maschke, Leann Hooks, Marsha Jimkoski and Lynette Freed.



# Grand Rapids RICC Judges Their Own

At the Grand Rapids RICC, staff was encouraged to share their Halloween spirit by dressing in costumes. Their efforts were then judged by a three member panel — Sherry Smith, supervisor at the Work Distribution Center; and by analysts Nakita McEwen and Kathy Gordon. Contestants were judged in two categories — best costume and actor/actress and best cubicle decorations.

The winners for the best costume and actor/actress category were: 1st Place — Tony Shellman for Martin Lawrence's "Player Man;" 2nd Place — Gene LaNore for the "Ninja;" and 3rd Place — Kim Loveless for the "Belly Dancer."

The best cubicle decorations prizes went to: 1st Place — Janice Hursey's Team for the "Combat Zone;" 2nd Place — Mendy Perkins Team for the "M & M's and singing cat with green eyes that light up;" and 3rd Place — Laurie Patrick and Marianne Holst's team for the "Witch Zone Signs."



Gene LaNore (above) dressed as a ninja warrior and captured second place in the costume competition.



Mendy Perkins' team came in second for their M&M themed cubicle decorations.



Janice Hursey's team won first place for the best decorated cubicle area. They called their design the "Combat Zone." Saluting their effort are team members: (back row, l-r) Deborah Riemersma and Teresa Cole-White; (middle) Marilee Roukema, Denise Harris, Janice Hursey and Dan Siegel; (front) Kathleen Van Riper, Catrina Moffett-McMath and Kim Miller.



Dressed in their Halloween finest are the Lansing PRO's (back row, l-r): witch Sally (Hill) Rhodes, cowboy Dudley Williams, and spider woman Cindy Mast; (front, l-r) pumpkin Cindy Curtis and biker Marcia Ferretti.

## "Boo You" Treats Lansing PRO Staff

To celebrate Halloween, employees placed treats on their desks to which their co-workers treated themselves and indulged in as many calories as they liked. Some staff also dressed in costumes for the day and everyone participated in "Boo You." In "Boo You" a secret Boo'er treats a co-worker to Halloween treats and surprises. The person booed then treats another employee in the office, and so on.



Ernestine Ray, a manager at the Detroit RICC, shows off her elaborate Halloween mask.

## Detroit RICC Brings out the kids in all of Us

The Detroit RICC was all decked out for Halloween. Many staff donned attire befitting any movie set. Decorations covered the windows of the cafeteria, as well as team areas. Staff was treated during their afternoon breaks with cheese and caramel popcorn and popcorn balls. They also received candy and caramel apples to boot! A large pot with BIG FEET and the words "Treat or Treat — Smell My Feet" on the side held candy for those wanting to nibble on other sweets throughout the day. Spiders moved up and down the windows of the cafeteria when triggered by sound and skeletons' eyes lit up throughout the day.



OFIS employees show their Halloween spirit (l. to r.): Leslie Vsetula, Terri Mann, Brianne McDaniels, Curt Wallace, Brandye Sedelmaier, Jennifer Childs and Karla Cotton.



# MIOSHA & Liquor Control Commission Honored in “Save the Flags” Ceremony

## Marks the First Time a State Agency or Department has “Adopted” a Civil War Flag!

By Katie Benghauser, Judith Simons Shane,  
MIOSHA, and Angela Simpson, LCC

In June, the MIOSHA Program challenged the Liquor Control Commission to raise \$500 each for the “Save the Flags” Adoption Program. As part of the restoration of the Michigan State Capitol, this program was launched in 1991, to help save nearly 160 fragile, battle-torn flags, mostly from the Civil War, which had been displayed for decades in the Capitol’s rotunda. By “adopting” flags for a donation of \$1,000, individuals, organizations, schools and communities help with the preservation of the flags. To date, almost 115 flags have been adopted, providing the project with much needed funds.

To raise their \$500, the LCC Fun Committee members organized a walking taco lunch party, bottle collection and penny war. Fun committee members include: Susan Broughton, Bonnie Czaika, Dana Kamratt, Arleen Platte and Christina Volz.

To raise their \$500, the MIOSHA Fun Committee members charged employees \$2.00 to wear jeans on Wednesdays, sold strawberry shortcake on Flag Day, and sold red, white and blue jewelry for the Fourth of July. Fun Committee members include: Katie Benghauser, Shellene Boyd, Chris Robison, Cindy Ross, Amber Sweeney, and Carolene VanEpps.

Although Liquor Control won the challenge by meeting the \$500 goal first, the real winner is “Save The Flags!”

“Save The Flags” allows adoptees to adopt a particular flag. A request was sent to all staff from both agencies to determine if any staff had a connection to a Michigan Civil War Regiment. Nancy Lampman, MIOSHA secretary, is a descendent of a volunteer (John Tennant of Buchanan), from the 25th Michigan Volunteer Infantry Regiment, which was mustered into service on September 22, 1862. MIOSHA chose to adopt the flag of the 25th Regiment. The Liquor Control Commission chose to donate their money to the overall program.

On Tuesday, October 30, a dedication ceremony was held at the Michigan Historical Museum to present MIOSHA and the Liquor Control Commission with Special Tributes for their donation of \$1,000, signed by Senator Tom George, Chair, Michigan Capitol Committee, and Governor Jennifer Granholm. Leading the “Save The Flags” efforts are Kerry Chartkoff, Project Coordinator and Capitol Historian, and Matt VanAker, Director, Capitol Tour & Information Services. After

remarks by Chartkoff, each agency presented their \$500 check and received a framed copy of the Tribute.

Presenting the check and accepting the Tribute for the LCC was Martin Alexander, Enforcement District Supervisor. Alexander (Staff Sergeant) served in the U.S. Army from 1966 to 1976. He was a Huey helicopter gunship crew chief with the 187th and 190th Assault Helicopter Companies, 1st Aviation Brigade, in Vietnam (‘67-’68); and ended his second tour (‘69-’70) as the gunship platoon sergeant of the 174th Assault Helicopter Company, Americal Division. He also served four years stateside and four years in Germany. He’s been awarded the Distinguished Flying Cross (twice), Air Medal (one for Valor and 26 others for 650 combat flight hours), Purple Heart, Army Commendation Medal (twice), and Good Conduct Medal (three times).

MIOSHA Director Doug Kalinowski presented the check and Matthew Taylor, General Industry Supervisor, accepted the Tribute. Taylor served in the US Army from 1970 to 1979, reaching the rank of Staff Sergeant. He served in South Vietnam as a mortar squad leader and ammunition supply NCO with the 2d Battalion, 506th Regiment, 101st Airborne Division, and later with the 1st Battalion, 7th Cavalry Regiment, 1st Cavalry Division (Gen. Custer’s former command). He also served in Ft. Knox, Kentucky, and in Berlin. Among his medals are the Army Good Conduct Medal (twice), Vietnam Campaign Medal, Republic of Viet Nam Service Medal, Army of Occupation Medal, National Defense Medal, and the Combat Infantryman’s Badge.

A picture of the 25th Regiment Flag was presented to Nancy Lampman and her family. In closing Chartkoff said, “You are not just saving a flag—you are saving history itself. It is a fitting memorial to John Tennant and all the boys of the Twenty-Fifth.”

More information on the “Save The Flags” program can be found online at <http://www.sos.state.mi.us/history/museum/explore/museums/hismus/special/flags/battle.html>.



Part of the “Save The Flags” Dedication Ceremony took place in the flag storage room where the actual flags can be viewed upon request.



Matt VanAker, Director, Capitol Tour & Information Services, presented a photo of the 25th Regiment Flag to Nancy Lampman, MIOSHA Secretary.



# Michigan Enters into Information Sharing Agreement with IRS

By Norm Isotalo,  
Unemployment  
Insurance Agency

Director Cooley traveled to Washington D.C. on November 6 to witness an important signing ceremony that will help both the Unemployment Insurance Agency and the Internal Revenue Service. The agreement signed that day will allow the two agencies to

Michigan was the first state to sign the agreement. As a result, UIA has begun to forge a much closer working relationship with the IRS, and we are already seeing a significant increase in the sharing of tax and audit information between the two agencies.

This agreement is part of joint national-state Questionable Employment Tax Practice (QETP) initiative, and for the first time, it provides a centralized and uniform process for exchanging employment tax information between the IRS and participating states.

Through QETP the IRS and states will exchange audit reports, audit plans, participate in side-by-side examinations when appropriate, and collaborate on outreach and educational opportunities.

QETP will not only encourage employers to comply with state and federal employment tax requirements, but it will also help reduce fraudulent filings and plans and the misclassification of workers.

After all, we all want an unemployment tax system that is fair for all employers and where everyone pays their proper share of taxes.



Director Cooley attended the official QETP signing ceremony in Washington D.C. on November 6, 2007. Representing the IRS at the signing were Kathy Petronchak, Small Business/Self Employed Commissioner, and Bill Conlon, director, Specialty Taxes. Michigan was the first state to sign the agreement.

share results from employment tax examinations in an effort to increase employer compliance with federal and state employment tax laws.

Michigan was one of 29 states to enter into the information sharing agreement with the IRS. In fact,

## State Accessibility Resource Guide Now Available on the Web

Thanks to the work and effort of several departments working together over the last several years, an Accessibility Policy has been added to the Administrative Guide to Government. This joint effort has also led to the creation of a State of Michigan Accessibility Resource Guide for the Internet. Exemplifying the core values of teamwork, inclusiveness, excellence and integrity, were the Departments of Civil Service; History, Arts and Libraries; Information Technology, Labor & Economic Growth; Management and Budget, and the Office of State Employer.

The State of Michigan Accessibility Resource Guide is designed to offer department coordinators, managers and directors information for compliance with the Americans with Disabilities Act (ADA). The ADA ensures that all citizens have access to reasonable accommodation, meetings and events, and information and materials in alternative formats. The Guide helps departments provide employees, applicants, program participants and the public with these accommodations.

The guide outlines rules and procedures for accessibility as it relates to: printed materials and documents, meetings and events, video and other media production, and electronic and information technology. It also offers design and formatting guidelines for the Internet, Intranet, video production and electronic and information technology resources.

The rules and procedures in the DLEG Accessible Video Production Policy and the DLEG Procedures for Planning Accessible Meetings and events have been integrated into the State of Michigan Accessibility Resource Guide. The Resource Guide can be found on the DMB website at <http://www.michigan.gov/dmb/0,1607,7-150-9131-170876-,00.html>. Much of the guide is presented in .PDF (portable document file) format. The sample policies and procedures found in the Guide are in Microsoft Word document formats to allow customization to each department's needs.



# Four Outstanding Michigan Companies Received MIOSHA Awards This Fall

By Judith Simons Shane, Communications Director, MIOSHA Program

## Steel Industries Inc. —Redford

On September 21st, Steel Industries Inc., an Ameriforge Group Inc. company, received the prestigious SHARP Award for an exemplary safety and health management system at three of their facilities. Steel Industries is the first company in Michigan to receive SHARP Award recognition for three facilities at the same time.

DLEG Director Keith W. Cooley and MIOSHA Director Doug Kalinowski presented the SHARP Awards to David Heminger, President, Ameriforge Group Inc.; and Keith Woodland, President, Steel Industries Inc.

"I am honored to recognize Steel Industries today for this outstanding safety and health achievement. You are truly one of Michigan's 'Economic All Stars,'" said DLEG Director Keith W. Cooley. "We welcome you into an elite group of companies who understand that focusing on worker safety up front is a sound business decision."

All Steel Industries employees were on hand to celebrate their safety and health success. Senator Glenn S. Anderson (District 6) presented the company with a joint legislative tribute recognizing their achievement. The MIOSHA Review Team consisted of William Griffie Jr., Onsite Safety Consultant; and Fred Hawkins, Senior Onsite Industrial Hygienist.

## The Sherwin-Williams Company—Holland

The Sherwin-Williams Company's Holland facility received the Michigan Voluntary Protection Program (MVPP) Star Award on October 5th from MIOSHA. DLEG Director Keith W. Cooley and MIOSHA Director Doug Kalinowski presented the MVPP Star Flag.

"We are proud to recognize Sherwin-Williams today. Not only are they a world leader in the coatings industry, they are also sending the message to corporate America that safety and health pays," said DLEG Director Keith W. Cooley.

In the morning, the site's employees attended their 2007 Safety Day—a day dedicated to safety training. Sherwin-Williams Corporate and Divisional Paint and Coatings guests included: Dave Tabar, Director of Corporate Safety; Drew McCandless, Division President; Joel Baxter, Sr. Vice President of Operations; Jeff Dwigans, Regional Vice President of Operations; and Kevin Sykora, Division Director of Safety.

## Alfe Heat Treating —Saginaw

Alfe Heat Treating's Saginaw Division received the Ergonomic Innovation Award on October 23rd from MIOSHA. CET Division Manager Nella Davis-Ray presented the award to General Manager John Holifield and the Alfe Saginaw Safety Committee, which accepted on behalf of all employees, some of whom are represented by UAW Local 455, Unit 22.

The award was presented during a quarterly plant-wide meeting. Also present to congratulate the employees were Alfe President Kurt Westman, and VP of Ohio and Michigan Heat Treating Ernie Lackner.

"It's an honor to present this award to Alfe Saginaw," said Davis-Ray. "You are to be applauded for your outstanding achievement to create a work environment that reduces ergonomic hazards, protects workers, and dramatically increases productivity."

The Ergonomic Innovation Award is issued to employers for innovative ideas that have been implemented to help employees work safely without needing to over-lift, over-reach, sit or stand too long, or use awkward postures. CET Division Senior Onsite Safety Consultant Bill Shane reviewed the facility's ergonomic improvements.

All Alfe Heat Treating Saginaw employees received recognition of their ergonomic achievements during their plant-wide meeting.

## Liqui-Force Services USA—Romulus

On October 26th, Liqui-Force Services USA in Romulus became the 13th facility in the state to receive the prestigious Michigan Safety and Health Achievement Recognition Program (SHARP) Award for an exemplary safety and health management system.

CET Division Director Connie O'Neill presented the SHARP Award to Joint Health & Safety Committee members: John Gray, Larry Wade, Ken Farnell, Sean Bergman and Stacy Wilkinson.

"The Michigan SHARP Program requires a comprehensive consultation visit, and the correction of all serious workplace safety and health hazards," said O'Neill. "The Liqui-Force Romulus facility has developed a safety and health system that provides outstanding protection for their workers."

Production employees received the award; however, the entire Liqui-Force team, including installers, attended the award ceremony and luncheon. The MIOSHA review team consisted of William Griffie Jr., Onsite Safety Consultant; and Greg Kozak, Senior Onsite Industrial Hygienist.



# MIOSHA Awards (photos)



Sherwin Williams (L to R): MIOSHA Director Doug Kalinowski; Safety & Compliance Manager Paul Boesenecker; Maintenance Department representative Bill Meyers; Production representatives Joann Davis and Eve Rose; Materials Department representative Scott Walters; Maintenance Department representative Mickey Wright; DLEG Director Keith Cooley; and Maintenance Department representative Trina Moomey.



Steel Industries (Back – L to R) Ray Micallef, Controller, Steel Industries; Joan Gebhardt, Constituent Services for Speaker Andy Dillon; Keith Cooley, DLEG Director; Keith Woodland, President, Steel Industries; Chris Passamani, CET Division Supervisor; David Heminger, President, Ameriforge Group, Inc.; Doug Kalinowski, MIOSHA Director; State Senator Glenn Anderson; and William Griffie, CET Division Onsite Safety Consultant.

(Front – L to R) Charles Finneran, VP Materials Management, Steel Industries; Robert Kelsch, HR Manager, Steel Industries; Tom Drake, HSE Coordinator, Steel Industries; Jim Kuehl, VP Forging Operations, Steel Industries; Drew Baker, Executive Vice President and C.O.O, Steel Industries; Fred Hawkins, CET Division Senior Onsite Industrial Hygienist; and Frank Witte, Director, Technical Support Services, Steel Industries.



(L to R) Romulus Liqui-Force employees Sean Bergman, John Gray, Larry Wade, Stacy Wilkinson and Ken Farnell, received the SHARP Award from CET Division Director Connie O'Neill, and CET Senior Onsite Industrial Hygienist Greg Kozak, and CET Onsite Safety Consultant William Griffie Jr.



All Alfe Heat Treating Saginaw employees received recognition of their ergonomic achievements during their plant-wide meeting.



# Tax Enforcement Unit Runs for the Thin Blue Line

Staff with the Tax Enforcement Unit at the Unemployment Insurance Agency (UIA) laced up their running shoes on Saturday, September 22, to participate in the Fall Color Run/Walk at Maybury State Park in Northville, outside of Detroit.

The annual 5K (3.1 mile) run/walk is hosted by the Michigan State Police and benefits the Thin Blue Line of Michigan, a non-profit organization that helps and supports the families of injured or deceased law enforcement officers in Michigan. The event also supports the Michigan State Police Fallen Trooper Memorial.

This year's event drew about 200 participants, including just about everyone in the unit plus Heather Ulstad, who recently left UIA for a job with the federal government. Staff members who partici-

pated in the event were: Tina Alagna, Vanessa Boyd, Lynne Bryant, Janet Godlew, Stacey Miller and Jerome Solomon.

Jerome is a former state police trooper and a former race director for the Fall Color Run/Walk. He also helped out at this year's event.

Tina, who is the unit's manager, snagged a medal by taking third place among women participating in the open competition, while Heather won a medal for finishing first in her age group.

Tina used the run/walk as a warm-up for the Detroit Free Press/Flagstar Marathon on October 21. Tina ran in the half marathon (13 miles) and finished in sixth place among women in her age group. Her time was 1:39:41.



Members of the Tax Enforcement team that participated in this year's Fall Color 5K Run/Walk are (l-r) Heather Ulstad; Janet Godlew; Vanessa Boyd; Jerome Solomon, Tina Alagna, Lynne Bryant; Trooper Brenda Hoffman, race director; and (front) Stacey Miller with son Ivan.

# Serving Greens to Raise Some Green

## Committee holds fundraiser for holiday dinner dance

It was only October, but a newly formed group of Unemployment Insurance Agency (UIA) staff from the Detroit Remote Initial Claims Center (RICC) and Cadillac Place began planning for a holiday dinner dance in December. In fact, not only were they planning for the event, but they also began raising funds for it.

On October 5, the UIA Unity Holiday Dinner Dance Committee held a salad buffet in Cadillac Place. The buffet was open to all Cadillac Place and RICC staff and for \$5 they could prepare their own salad lunch with a wide range of toppings, dressings and salads, rolls, fruit, and dessert.

The committee is also planning other fundraisers, such as a bake sale and dress down days.

The idea for the dinner dance came from Jan Harlin, the Detroit RICC director, and two of her managers, Leon Marlow and Ernestine Ray.

Members of the committee are: Faith Baval, Charlotte Byrd, Pamela Caldwell-Suggs, Evelina Clark, Pleshette Gadson, David Graves, Yvette Leonard, Leon Marklow, Ja'Quita Murphy, Michelle Neal, Pamela Newsome-Hartman, Lisa Paige, Ernestine Ray, Roynetta Robinson and Kimberly Williams.

Those who volunteered items or money for the salad buffet fundraiser were: Samuel Johnson, Jacqueline Larkins, Shaprie Peatross, Jason Palm, Rodger Palm, Shaun Thomas, Darlene Thompson, Clay Tierney, Roland Whitelow, Suzanne Whitlock and Nicole Witkowski.



Some of the Detroit RICC and Cadillac Place staff who worked on the salad buffet lunch are (l-r) Kimberly Williams, Center for Learning & Development; Charlette Byrd, HR Labor Relations; Pamela Caldwell-Suggs, Detroit RICC; Ernestine Ray, Detroit RICC; and Roynetta Robinson, TRA/Special Programs.



Salad lovers dig into the lettuce to start preparing their salads.



Pamela Caldwell-Suggs (left) and Charlette Byrd fill some of the trays with salad toppings.

## Team Kaiser Surprises Team Member Before Wedding

It was a jaw-dropping moment for Geraldine Davis when she arrived at work on a recent Wednesday.

Geraldine, an unemployment insurance examiner at UIA's Detroit Remote Initial Claims Center, was surprised by her co-workers on Team Kaiser. They had decorated their work area with wedding decorations, balloons and flowers. All were in honor of Geraldine who was getting married on the following Saturday, September 1.

Geraldine was not only surprised by the decorations but her co-workers also showered her with gifts, such as a personalized cake serving set, crystal candle holder, a gift card, roses, dishes, a massage and pedicure set, and money.

Members of Team Kaiser are: Rufus Chappell, Denae Chew, Geraldine, Maurice Davison, Jeri Gilkey, Tiffany Griffin, supervisor Wanda Hobbs, Jacquelyn Moore, Patricia Varney, Monica Walh and Ebony Chatman Williams.



Geraldine Davis wore a wedding veil throughout the day as a sign of her impending marriage on the following Saturday. In front of her are the flowers, among other things, her co-workers surprised her with.

## Saginaw's Newest Arrival

Jordan Xavier Thomas entered this world on August 27 at 10am. Young Jordan weighed 7lbs 9 oz. and measured 22½ inches long. His proud mother is Felicia Thomas, an unemployment insurance examiner at the Unemployment Insurance Agency's Saginaw Remote Initial Claims Center.



## Detroit RICC Staff Gets a "Cool" Treat!

By Jan Harlin, Director, Detroit RICC

The Detroit Remote Initial Claims Center (RICC) at the Unemployment Insurance Agency believes in celebrating its accomplishments. To mark the Center's most recent achievements, staff dreamed of ice cream and went all out to bring the "Good Humor Man" and his cart to their center. Staff lined up for ice cream bars, cake and laughs as they celebrated receiving 90 percent on their federal Benefit Timeliness and Quality (BTQ) scores during the 2nd quarter. Staff at the Center completed 15,000 backlogged claims-related documents and earned kudos from customers for excellent service.

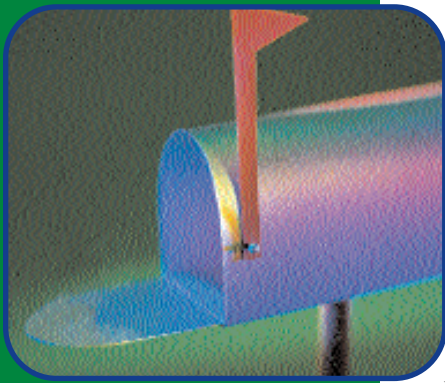
The BTQ is done quarterly when 100 nonmonetary determinations are randomly selected to assess the overall quality of the nonmonetary determination process in Michigan.

Jan Harlin, director of the Detroit RICC, said that everyone had worked very hard as a team, and the management team wanted staff to celebrate their accomplishments.



Some members of the Detroit RICC management team, (l-r) Leon Marlow, Jeanetta Brown, Jan Harlin and Carol Dixon, decided to have the Good Humor Man visit the RICC with his frosty treats to help staff celebrate the Center's recent accomplishments.





## We Get Letters ... and E-mails!

*Sigrid Adams, Rehabilitation Counselor with Michigan Rehabilitation Services in Lansing, received the following words of appreciation from the mother of a client:*

Dear Sigrid,

I wanted to let you know that we received a letter in October from Social Security saying that Travis will not be having a hearing for the disability social security. Mr. Thomas English, the judge, made a decision in favor of Travis. They said we would be getting more information in 60 days. The letter said that due to Travis' age, 35, they will review his case in two years to determine whether his condition has improved.

We can't thank you enough for all your help. You helped us with the filling out of the papers and with the testing twice. We are so grateful to you for all that you have done for us and Travis. We won't have to worry so much now about what will happen to Travis in the future after we are gone. Now he will have medical, and a roof over his head, and food, and we have you to thank for that. Thank you.

Travis is working now. He volunteered at the Capital Area Humane Society and this year they honored him as the volunteer with the most hours, and in March they hired him part time. He loves his job. The people there seem to treat him well. He is the happiest he has been in a long time. He is very good with the animals. He cleans cages, and waters and feeds the dogs and cats. They have been having him train new people and that makes him feel important, which is great.

After work he stays and walks dogs — does dishes and laundry or whatever needs to get done. I think if he had a room there he would be happy. He said no one takes as good of care of the animals as he does.

My husband had cancer. We found it in Nov. 2006. So Dale and I spent a lot of time driving back and forth to Ann Arbor for chemo and radiation treatments, and then he had surgery in May to remove the tumors from his neck. He is fine and they got all the cancer. But it was a big relief that Travis had something to do every day that he loved and so he didn't worry. Now thanks to you for all your help, we don't have to worry about Travis' future. He will have medical and enough money to have a roof over his head and food.

We are so grateful to you for all your help. We pray that God will bless you always.

Thank you!



### “What I’m thankful for”

*Cynthia Curtis, a second generation UIA employee who works in the Lansing PRO office on the CCR hotline and Legislative Response Team, submitted this letter written by her daughter Rachel. Rachel wrote the letter about her grandmother (Cynthia's mother), Barbara Swofford, who retired in October 2002 from the Battle Creek Unemployment office after 25 years of service. The letter was submitted to the Battle Creek Enquirer by Rachel and was published on Thanksgiving Day.*

*Submitted to the Battle Creek Enquirer by Rachel Ann Curtis, Appeared Thursday, Nov. 22, 2007*

My grandmother, Barbara Swofford was rushed in for emergency brain surgery on December 6, 2006, for a brain aneurysm. I'll always remember the moment my cousin Shawna and I went in to see her after surgery ... Our grandfather Bubba walked us to the room and left us at the door. It was dark and there were a lot of rooms right next to each other ... As we walked I looked at Shawna and she looked at me. I held out my hand, not fully thinking she would take it, she did. We rounded the corner and stopped when we saw her. She was laying in the bed talking to two nurses that were in the room with her.

“Hey you...” “Hi... how are you feeling?”

“Oh, I'm okay...”

“Good...”

She proceeded to tell us in her own words what had happened. She handed me a cup full of ice chips and asked me to feed them to her. I held the cup and Shawna scooped them in her mouth. Every so often I felt Shawna's grip tighten. Mostly when she would look at us with her glossy eyes and her scratchy voice... Looking over her I couldn't hold it in any longer... I began to cry. She saw me but she didn't say one word. She just continued as if everything was okay. Everything was going to be okay.

Thinking back to this day I remember how scared I was... thinking if I lost her I would loss more than a part of me... Seeing her today, with her crazy gardening hat and her famous iced tea. It made me so happy that she's still here being the biggest nag, but the kind of nag you love. She only does it because she cares...

That day showed me how much I need my family. I'm so thankful for the one I was dealt... I wouldn't trade them for anything...

# Five Balls to Balance

Imagine life as a game in which you are juggling five balls in the air.

You name them — **Work – Family – Health – Friends – Spirit**, and you're keeping all of these in the air. You will soon understand that work is a rubber ball. If you drop it, it will bounce back. But the other four balls — family, health, friends and spirit are made of glass.

If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged or even shattered. They will never be the same.

You must understand that and strive for balance in your life. How?

1. **Don't undermine your worth by comparing yourself with others.**  
It is because we are different that each of us is special.
2. **Don't set your goals by what other people deem important.**  
Only you know what is best for you.
3. **Don't take for granted the things closest to your heart.**  
Cling to them as you would your life, for without them, life is meaningless.
4. **Don't let your life slip through your fingers by living in the past or for the future.**  
By living your life one day at a time, you live ALL the days of your life.
5. **Don't give up when you still have something to give.**  
Nothing is really over until the moment you stop trying.
6. **Don't be afraid to admit that you are less than perfect.**  
It is this fragile thread that binds us together.
7. **Don't be afraid to encounter risks.**  
By taking chances we learn how to be brave.
8. **Don't shut love out of your life by saying it's impossible to find.**  
The quickest way to receive love is to give; the fastest way to lose love is to hold it too tightly; and the best way to keep love is to give it wings.
9. **Don't run through life so fast** that you forget not only where you've been, but also where you are going.
10. **Don't forget that a person's greatest emotional need is to feel appreciated.**
11. **Don't be afraid to learn.**  
Knowledge is weightless, a treasure you can easily carry.
12. **Don't use time or words carelessly.**  
Neither can be retrieved.

(Attributed to Brian G. Dyson, CEO of Coca-Cola, at Georgia Tech commencement)



## How do YOU “de-stress” during the Holidays? (or anytime)

How do you find balance in your life?

Share a helpful tip and we'll publish in the next LEGwork.

Email [mediainfo@michigan.gov](mailto:mediainfo@michigan.gov) your tip in 100 words or less.

